

**APPENDIX NO. 4**

**FEDERAL SALARY SCHEDULES FOR 2012**

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2012.

**EXECUTIVE SCHEDULE (EX)**

Level I .....	\$199,700
Level II .....	\$179,700
Level III .....	\$165,300
Level IV .....	\$155,500
Level V .....	\$145,700

**SENIOR EXECUTIVE SERVICE SCHEDULE (ES)**

Pay ranges for the Senior Executive Service (SES) are established by law. The minimum is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level II of the Executive Schedule. SES members are not entitled to locality-based comparability payments.\*\*

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System .....	\$119,554	\$179,700
Agencies without a Certified SES Performance Appraisal System .....	119,554	165,300

**SENIOR LEVEL (SL)**

The minimum pay for SL positions is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level II of the Executive Schedule. SL members are not entitled to locality-based comparability payments.\*\*

Structure of the SL Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System .....	\$119,554	\$179,700
Agencies without a Certified SES Performance Appraisal System .....	119,554	165,300

\*\*Certain SES and SL employees in Non-Foreign Areas receive locality pay under provisions of the Non-Foreign Area Retirement Equity Assurance (AREA) Act (as contained in the National Defense Authorization Act for Fiscal Year 2010 [Pub. L. 111-84, October 28, 2009]).

**GENERAL SCHEDULE (GS)**

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications or fulfilling a special agency need may be paid at a rate above the minimum rate.

Step increases are granted to GS employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before granting a step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to the next higher step rate no more than once every 52 weeks. In addition to the 2012 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective locality pay area. The employee's locality rate of pay may not exceed the rate payable for level IV of the Executive Schedule. Certain GS employees may receive higher special rates instead of locality rates established to address significant recruitment or retention problems.

## GENERAL SCHEDULE

Grade	2012 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1 .....	\$17,803	\$18,398	\$18,990	\$19,579	\$20,171	\$20,519	\$21,104	\$21,694	\$21,717	\$22,269
GS-2 .....	20,017	20,493	21,155	21,717	21,961	22,607	23,253	23,899	24,545	25,191
GS-3 .....	21,840	22,568	23,296	24,024	24,752	25,480	26,208	26,936	27,664	28,392
GS-4 .....	24,518	25,335	26,152	26,969	27,786	28,603	29,420	30,237	31,054	31,871
GS-5 .....	27,431	28,345	29,259	30,173	31,087	32,001	32,915	33,829	34,743	35,657
GS-6 .....	30,577	31,596	32,615	33,634	34,653	35,672	36,691	37,710	38,729	39,748
GS-7 .....	33,979	35,112	36,245	37,378	38,511	39,644	40,777	41,910	43,043	44,176
GS-8 .....	37,631	38,885	40,139	41,393	42,647	43,901	45,155	46,409	47,663	48,917
GS-9 .....	41,563	42,948	44,333	45,718	47,103	48,488	49,873	51,258	52,643	54,028
GS-10 .....	45,771	47,297	48,823	50,349	51,875	53,401	54,927	56,453	57,979	59,505
GS-11 .....	50,287	51,963	53,639	55,315	56,991	58,667	60,343	62,019	63,695	65,371
GS-12 .....	60,274	62,283	64,292	66,301	68,310	70,319	72,328	74,337	76,346	78,355
GS-13 .....	71,674	74,063	76,452	78,841	81,230	83,619	86,008	88,397	90,786	93,175
GS-14 .....	84,697	87,520	90,343	93,166	95,989	98,812	101,635	104,458	107,281	110,104
GS-15 .....	99,628	102,949	106,270	109,591	112,912	116,233	119,554	122,875	126,196	129,517

**2012 LOCALITY PAY AREAS AND RATES**

Atlanta-Sandy Springs-Gainesville, GA-AL	19.29%
Boston-Worcester-Manchester, MA-NH-RI-ME	24.80%
Buffalo-Niagara-Cattaraugus, NY	16.98%
Chicago-Naperville-Michigan City, IL-IN-WI	25.10%
Cincinnati-Middletown-Wilmington, OH-KY-IN	18.55%
Cleveland-Akron-Elyria, OH	18.68%
Columbus-Marion-Chillicothe, OH	17.16%
Dallas-Fort Worth, TX	20.67%
Dayton-Springfield-Greenville, OH	16.24%
Denver-Aurora-Boulder, CO	22.52%
Detroit-Warren-Flint, MI	24.09%
Hartford-West Hartford-Willimantic, CT-MA	25.82%
Houston-Baytown-Huntsville, TX	28.71%
Huntsville-Decatur, AL	16.02%
Indianapolis-Anderson-Columbus, IN	14.68%
Los Angeles-Long Beach-Riverside, CA	27.16%
Miami-Fort Lauderdale-Pompano Beach, FL	20.79%
Milwaukee-Racine-Waukesha, WI	18.10%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.96%
New York-Newark-Bridgeport, NY-NJ-CT-PA	28.72%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	21.79%
Phoenix-Mesa-Scottsdale, AZ	16.76%
Pittsburgh-New Castle, PA	16.37%
Portland-Vancouver-Beaverton, OR-WA	20.35%
Raleigh-Durham-Cary, NC	17.64%
Richmond, VA	16.47%
Sacramento-Arden-Arcade-Yuba City, CA-NV	22.20%
San Diego-Carlsbad-San Marcos, CA	24.19%
Seattle-Tacoma-Olympia, WA	21.81%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA	24.22%
Rest of U.S.	14.16%

Note: Locality pay areas are defined in 5 CFR 531.603(b) and are available on the Office of Personnel Management Web site at <http://www.opm.gov/oca/12tables/locdef.asp>.

**WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA  
LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay area in 2012. The tables incorporate a locality payment of 24.22 percent.

GENERAL SCHEDULE

Grade	2012 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1 .....	\$22,115	\$22,854	\$23,589	\$24,321	\$25,056	\$25,489	\$26,215	\$26,948	\$26,977	\$27,663
GS-2 .....	24,865	25,456	26,279	26,977	27,280	28,082	28,885	29,687	30,490	31,292
GS-3 .....	27,130	28,034	28,938	29,843	30,747	31,651	32,556	33,460	34,364	35,269
GS-4 .....	30,456	31,471	32,486	33,501	34,516	35,531	36,546	37,560	38,575	39,590
GS-5 .....	34,075	35,210	36,346	37,481	38,616	39,752	40,887	42,022	43,158	44,293
GS-6 .....	37,983	39,249	40,514	41,780	43,046	44,312	45,578	46,843	48,109	49,375
GS-7 .....	42,209	43,616	45,024	46,431	47,838	49,246	50,653	52,061	53,468	54,875
GS-8 .....	46,745	48,303	49,861	51,418	52,976	54,534	56,092	57,649	59,207	60,765
GS-9 .....	51,630	53,350	55,070	56,791	58,511	60,232	61,952	63,673	65,393	67,114
GS-10 .....	56,857	58,752	60,648	62,544	64,439	66,335	68,230	70,126	72,022	73,917
GS-11 .....	62,467	64,548	66,630	68,712	70,794	72,876	74,958	77,040	79,122	81,204
GS-12 .....	74,872	77,368	79,864	82,359	84,855	87,350	89,846	92,341	94,837	97,333
GS-13 .....	89,033	92,001	94,969	97,936	100,904	103,872	106,839	109,807	112,774	115,742
GS-14 .....	105,211	108,717	112,224	115,731	119,238	122,744	126,251	129,758	133,264	136,771
GS-15 .....	123,758	127,883	132,009	136,134	140,259	144,385	148,510	152,635	155,500	155,500

**SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES**

Law enforcement officers at grades GS-3 through GS-10 are entitled to special base rates that are higher than General Schedule base rates. Such LEOs receive the locality payments applicable in their locality pay area on top of these special base rates. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

SPECIAL SALARY RATES FOR LEOs

Grade	2012 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-3 .....	\$26,208	\$26,936	\$27,664	\$28,392	\$29,120	\$29,848	\$30,576	\$31,304	\$32,032	\$32,760
GS-4 .....	29,420	30,237	31,054	31,871	32,688	33,505	34,322	35,139	35,956	36,773
GS-5 .....	33,829	34,743	35,657	36,571	37,485	38,399	39,313	40,227	41,141	42,055
GS-6 .....	35,672	36,691	37,710	38,729	39,748	40,767	41,786	42,805	43,824	44,843
GS-7 .....	38,511	39,644	40,777	41,910	43,043	44,176	45,309	46,442	47,575	48,708
GS-8 .....	40,139	41,393	42,647	43,901	45,155	46,409	47,663	48,917	50,171	51,425
GS-9 .....	42,948	44,333	45,718	47,103	48,488	49,873	51,258	52,643	54,028	55,413
GS-10 .....	47,297	48,823	50,349	51,875	53,401	54,927	56,453	57,979	59,505	61,031

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

**THE FOREIGN SERVICE SCHEDULE**

	Class								
	1	2	3	4	5	6	7	8	9
<b>Step 1</b> .....	\$99,628	\$80,728	\$65,413	\$53,003	\$42,948	\$38,394	\$34,324	\$30,684	\$27,431
<b>Step 2</b> .....	102,617	83,150	67,375	54,593	44,236	39,546	35,354	31,605	28,254
<b>Step 3</b> .....	105,695	85,644	69,397	56,231	45,564	40,732	36,414	32,553	29,102
<b>Step 4</b> .....	108,866	88,214	71,479	57,918	46,930	41,954	37,507	33,529	29,975
<b>Step 5</b> .....	112,132	90,860	73,623	59,655	48,338	43,213	38,632	34,535	30,874
<b>Step 6</b> .....	115,496	93,586	75,832	61,445	49,789	44,509	39,791	35,571	31,800
<b>Step 7</b> .....	118,961	96,393	78,107	63,288	51,282	45,844	40,985	36,638	32,754
<b>Step 8</b> .....	122,530	99,285	80,450	65,187	52,821	47,220	42,214	37,737	33,737
<b>Step 9</b> .....	126,206	102,264	82,863	67,143	54,405	48,636	43,481	38,870	34,749
<b>Step 10</b> .....	129,517	105,332	85,349	69,157	56,037	50,095	44,785	40,036	35,791
<b>Step 11</b> .....	129,517	108,492	87,910	71,232	57,719	51,598	46,129	41,237	36,865
<b>Step 12</b> .....	129,517	111,746	90,547	73,369	59,450	53,146	47,512	42,474	37,971
<b>Step 13</b> .....	129,517	115,099	93,263	75,570	61,234	54,741	48,938	43,748	39,110
<b>Step 14</b> .....	129,517	118,552	96,061	77,837	63,071	56,383	50,406	45,060	40,283

**SENIOR FOREIGN SERVICE SCHEDULE**

The Senior Foreign Service (SFS) pay system is an open-range, performance-based pay system that is linked to the SES pay system. SFS members, like SES members, are not entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

(1) Career Minister (CM) with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level II of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);

(2) Minister-Counselor (MC) with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and

(3) Counselor (OC), with a range from 120 percent of the rate payable to GS-15, step 1 to 100 percent of the rate payable to level III of the Executive Schedule.

The 2012 pay ranges for the SFS classes are:

SFS Class	Minimum	Maximum
OC .....	\$119,554	\$165,300
MC .....	\$119,554	\$165,300
CM, CA .....	\$119,554	\$179,700

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION  
FEDERAL SALARY SCHEDULES EFFECTIVE ON THE FIRST DAY OF THE FIRST  
APPLICABLE PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2012**

SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH  
(38 U.S.C. 7306)\*

	<b>Minimum</b>	<b>Maximum</b>
Assistant Under Secretaries for Health .....		\$157,279**
(Only applies to incumbents who are not physicians or dentists)		
Service Directors .....	\$116,844	\$145,113
Director, National Center for Preventive Health .....	99,628	145,113
<b>Physician and Dentist Base and Longevity Schedule***</b>		
Physician Grade .....	\$97,987	\$143,725
Dentist Grade .....	99,987	143,725
<b>Clinical Podiatrist, Chiropractor, and Optometrist Schedule</b>		
Chief Grade .....	\$99,628	\$129,517
Senior Grade .....	84,697	110,104
Intermediate Grade .....	71,674	93,175
Full Grade .....	60,274	78,355
Associate Grade .....	51,287	65,371
<b>Physician Assistant and Expanded-Function Dental Auxiliary Schedule ****</b>		
Director Grade .....	\$99,628	\$129,517
Assistant Director Grade .....	84,697	110,104
Chief Grade .....	71,674	93,175
Senior Grade .....	60,274	78,355
Intermediate Grade .....	51,287	65,371
Full Grade .....	41,563	54,028
Associate Grade .....	35,766	46,494
Junior Grade .....	30,577	39,748

\*This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services.

\*\*Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$145,700.

\*\*\*Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists may also be paid market pay and performance pay.

\*\*\*\*Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.